



Magazine

JANUARY 1960



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FRONT COVER: "The Bedouin,"
by G. Holden (Wilton Works)



Contributors



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Roy Kilminster, a lithographic artist at The Kynoch Press, was shot down in 1941 on his 20th operational trip when serving as wireless operator in a night bomber. He spent the next 3½ years in a German prisoner-of-war camp.



J. L. S. Steel has been a director of I.C.I. for nearly 15 years and is now I.C.I. Economic Planning Director. A former Cheshire county councillor and F.P., he has devoted much of his time to public work and has been chairman of the Overseas Trade Policy Committee of the Federation of British Industries since 1950.



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THE H.P. DEBT—
UP FROM £30 TO
£50 PER HOUSEHOLD—
THE PROS AND CONS

POINT of VIEW

by Mark Abrams

I SPEND most of my working life studying the everyday living habits of the British people and then trying to assess how these habits are likely to affect the future of industry and commerce. In looking round for the relevant facts I have learned that some of the more illuminating and stimulating ones are to be found in what are apparently dull figure-packed publications prepared by civil servants. One of these is the weekly *Board of Trade Journal*; its issue for 11th December contains several tables showing the latest figures of some of the debts of the ordinary British family and how these debts have grown over the past twelve months. They have grown rapidly and substantially.

For long periods during the first thirteen years after the end of the war people could only buy goods on hire purchase and other credit arrangements if they were able to meet certain requirements laid down by the Government; broadly, these called for a sizeable first payment and for a fairly rapid settlement of the whole debt.

At the end of August 1958 our collective outstanding H.P. debts for cars, bicycles, television sets, furniture, refrigerators, gas cookers, etc., amounted to £478 million—or roughly £30 for the average family. Then in September of that year the Government started to lift H.P. restrictions, and by the end of the following month they had all gone. Almost immediately our total H.P. debts (which had been roughly constant for some years) began to grow. The cuts in purchase tax in the April 1959 Budget gave another push to buying on credit, and since then the debts have grown steadily. By the end of 1959 the hire purchase and other credit instalment debts of the average British household had jumped, within one year, from £30 to £50.

Has this growth in indebtedness been a good thing, or is it to be regretted? Until twenty years ago the answer for most people would have been clear and emphatic. With recurring economic depression and widespread unemployment the sensible wage earner rightly shunned every temptation to get into debt. But today, with full employment, a generally rising standard of living, and increasing State and private provision for sickness and old age the position is very different. Under these conditions any social mechanism which enables the individual to bring his consumption into a closer time-balance with his needs makes for greater well-being. The perfect world, from the consumers' viewpoint, would be one where he acquired goods when he most needed them and settled for them when he could most easily afford the payments. Hire purchase and other forms of credit sales go some way towards providing this attractive state of affairs for the household with a modest but regular income.

Today this seems so obvious that it is perhaps surprising to find that over the past ten years the Government has sometimes encouraged H.P. buying by lifting all restrictions and sometimes discouraged it so ruthlessly that the outstanding debts have contracted sharply. The explanation for this apparent inconsistency lies in the simple fact that governments have discovered in the H.P. regulations an additional means of controlling the health of the national economy. In the middle 1950s it seemed to the authorities that the spending of the British people was beginning to be excessive—the demand for goods on the home market was so high that our imports were growing and our exports falling. Various steps—including new H.P. restrictions—were taken to remedy this situation. These measures were so effective that by the middle of 1958 we were faced with a moderate recession and increasing unemployment. This time the Government set about stimulating the demand for goods, and among other steps it reduced and then abolished all restrictions on hire purchase.

There followed a record jump in the sales of cars, refrigerators, television sets, furniture, washing machines and all the other goods where H.P. sales account for a large part of the total turnover. Simultaneously unemployment fell dramatically. After the experience of the past three years there can be little doubt that any future government in regulating economic affairs will be greatly tempted to use to the full its powers to encourage or discourage hire purchase sales. If they do, the nation as a whole will benefit—but it will benefit at the expense of those who earn their living making cars, furniture, refrigerators, etc., and who will be exposed to fluctuations in prosperity of the kind that we hoped had disappeared in the 1930s.

The opinions expressed in this article
are not necessarily those of the Company



SIXES and SEVENS



By J. L. S. Steel (I.C.I.'s Economic Planning Director)

How did the Common Market movement start? What led to the Outer Seven get-together? How far does the Common Market threaten I.C.I.'s exports? The answers to questions such as these were given in an address to Central Council by Mr. J. L. S. Steel, reprinted here almost in full.

I AM going (said Mr. Steel) to ask for your indulgence if I move back a little into history, to the year 1947, which I think was one of those crucial years in the post-war era when the whole movement and effort in Europe were changed for the better.

All of you will remember the very severe winter of 1947, the two or three months of bitter cold, snow, frost and wet, when coal was desperately short, when power stations were near to shutting down for a period because of the shortage of coal, when the whole of industry almost ground to a stop, when food was scarce, when things were generally difficult, and in fact when the conditions of life seemed almost worse than they had been during parts of the war, apart from the actual dangers of bombing. None the less, two or three very significant things happened then.

In 1947 the United Nations Relief and Rehabilitation Administration, UNRRA, stopped the gifts which it was making to Western Europe. It ran out of funds. In the immediate post-hostilities period UNRRA had been the vehicle through which Western Europe, recovering from the grave wounds of the war, had been sustained and helped. In 1947 the free supplies of food, clothes, fuel and raw materials available from that source gave up, and Europe, which had made an appreciable recovery up till then, seemed to hang fire and there was a depth of human misery in the whole of Western Europe which was greater than it had been, perhaps, at any time within living memory. There was massive unemployment in many countries, particularly of course in Germany, France, Italy and the Benelux countries

(Belgium, the Netherlands and Luxembourg), and many people were short of the barest necessities of life to keep themselves warm or to keep themselves tolerably well clothed or tolerably fed.

But it was in the middle of 1947 that something happened which we can take now as a real turning-point in the history of post-war Europe. As the result of some investigations, particularly by Mr. George Kennan and Mr. Clayton of the U.S.A., General Marshall, who was then Secretary of State of the U.S.A., made a remarkable speech at Harvard in which he referred to the troubles in Western Europe and the necessity for something to be done about them. His words deserve quotation:

The truth of the matter is that Europe's requirements for the next three or four years of foreign food and other essential products, principally from America, are so much greater than her present ability to pay that she must have substantial additional help or face economic, social and political deterioration of a very grave character. Our policy is directed not against any country or doctrine but against hunger, poverty, desperation and chaos. Its purpose should be the revival of a working economy in the world so as to permit the emergence of political and social conditions in which free institutions can exist.

Shortly after General Marshall's speech, the U.S.A. offered what came to be known as Marshall Aid to Western Europe. In effect it offered an immense sum of money, amounting to something like 4000 million dollars, to Western Europe in order that it could buy those essential things it required to get its economy going again.

THE SIX

Average tariff on products of interest to I.C.I.

Today

Belgium	..	..	..	6%
Holland	..	..	..	6%
Luxembourg	..	..	..	6%
West Germany	..	..	..	13%
France	..	..	..	22%
Italy	..	..	..	17%

1970

Free trade between "the Six" and a uniform tariff wall against outsiders of 15½%.

THE SEVEN

Average tariff on products of interest to I.C.I.

Today

United Kingdom	..	..	..	20%
Austria	..	..	..	9%
Denmark	..	..	..	2%
Norway	..	..	..	11%
Sweden	..	..	..	7%
Switzerland	..	..	..	8%
Portugal	..	..	..	23%

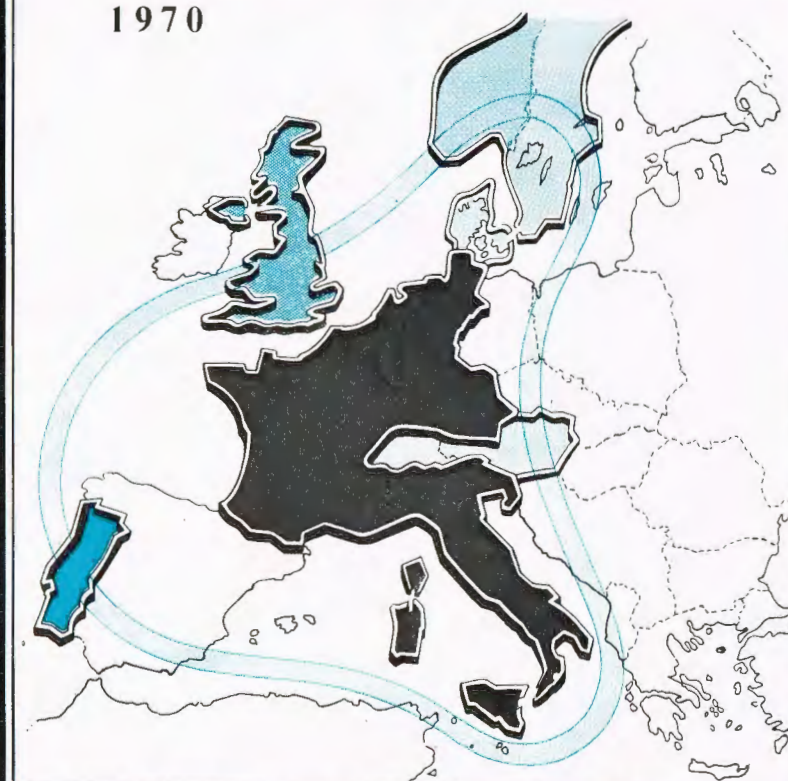
1970

Free trade between "the Seven" with no change in tariff wall against outsiders.

TODAY



1970



The Six and the Seven. The countries of the Common Market, known as the Six, are shown in varying shades of black, and those of the "Outer Seven" in varying shades of blue. The depth of the shade indicates the height of the tariff wall. The girdle connecting the "Outer Seven" symbolises the aim to establish free trade between the Seven while each keeps its own tariff against outsiders.

In the United Kingdom at that time, although we had suffered a great deal of physical damage from the war, we were not so desperately placed as people in Norway, France, Western Germany, Italy or Holland. But we had nothing in reserve to give to Europe to help it to get going again. It was this incredibly generous and imaginative gift of the United States which started things going, and I am sure that all of us should never forget what was one of the greatest and most generous gifts the world has ever known.

Now, when the United States offered this Marshall Aid they did it on a very worth-while and, I think, very wise condition, which was that the countries of

One was the organisation of a payments system through Western Europe called European Payments Union, which was a form of bank clearing house between the various countries in OEEC. The effect of this is much the same as if you or I can draw a cheque on, say, Barclays Bank, send it to anyone else who banks with another bank, and be sure that the cheque will be cleared. So we in this country, exporting to France, Belgium or Italy, in effect can get a cheque for our goods which can be cleared irrespective of the country to which we have sold the goods.

Now this had an extraordinary effect on trade in Western Europe, because it meant that you got away

EXPORTS IN 1958

Breakdown of British manufacturers and I.C.I. products

To	U.K.	I.C.I.
The Six	12%, or £321m.	12%, or £8.8m.
The Seven	8.5%, or £228m.	10.9%, or £8m.
Russia and European Satellites	1.4%, or £38m.	2.5%, or £1.9m.
Commonwealth	47.1%, or £1266m.	44.6%, or £32.9m.
Rest of the world	31%, or £835m.	30%, or £22.2m.

Europe themselves should get together to decide how to share out these aid moneys in the best interests of Western Europe as a whole.

It was this that started the organisation which later became known as OEEC, the Organisation for European Economic Co-operation. This organisation, which started under the chairmanship of Sir Oliver Franks, ex-British Ambassador to the United States, was set up in a great hurry in Paris, and the countries of Western Europe bit by bit joined in this co-operative movement to help the revival of Western Europe as a whole, and the results within two or three years were positively astonishing.

Now, OEEC, which was formed simply and solely in the first instance to distribute Marshall Aid in the best possible way, continued in existence after Marshall Aid itself had ceased; and this remarkable co-operative effort of Western Europe proceeded to do a number of other things which had a profound effect on the trade of Western Europe. I will mention two only.

almost immediately from what were bilateral deals or offers; you did not have to arrange to sell as much to France as you got from France, or as much to Germany as you got from Germany. Everything went into the pool, and you got your money irrespective of the country to which you sold the goods. It had, too, a remarkable and beneficial effect on I.C.I.'s exports.

In addition to that, OEEC attempted, with substantial success, to remove many of the quota restrictions which had existed on imports and exports between European countries, barriers which had been put up by those countries to defend their currencies. Bit by bit we saw what was called the liberalisation of trade in Europe, so that by two or three years ago something like 90% of the business between European countries was free from quota restrictions.

Those who have worked with sales departments or distribution departments will realise that whereas ten years ago there was hardly a thing made by I.C.I. which had not got to get an export licence or an

import licence, now most of these things pass on what is called open general licence without any restriction whatever.

And so from about 1947 to the middle '50's we had continuous progress on the so-called liberalisation of trade which had a profound effect on the exports from this country and on the exports of the Company for which we work.

Remarkable Men

In addition to the work of OEEC there began to arise in Continental Europe a general feeling, which had a strong political basis, that certain European countries might well get together and form a community which was more closely knit together than were the individual countries. The reason for this was that there were many people, who adopted the label "European," who thought of themselves not so much as citizens of France or Germany but as citizens of Europe. Under the leadership of a few very remarkable men on the Continent such as M. Schumann, author of the Schumann plan, and M. Monet, who was the author of the reconstruction plan for France, a group of people got together whose aim was to obtain a greater degree not only of economic but of political unity in Europe.

The Beginning

The first sign of that, and one which was perhaps not recognised quite as well as it might have been, was the formation of what came to be known as the Steel and Coal Community, when the coal and steel industries of France, Benelux, Germany and Italy were in effect pooled under certain high authority which apparently was intended to have greater power than that of the governments of the constituent countries. Not long after that a very important thing took place, a meeting of the six Foreign Ministers of these countries at Messina in 1955, when they stated that their countries would all work together to form a European economic community, and when they instructed officials to prepare a plan for organising a common economic policy for the whole of these six countries. And behind this idea of a common economic policy was something which was perhaps not recognised officially at the time by observers in other countries—an intense desire to have a common political policy as well.

In due course a committee under M. Spaak of

Belgium worked out a plan for an economic union between these countries. The plan envisaged, over the years, the formation of a customs union between the countries of "the Six." The idea behind the plan was to get France, Germany, the Benelux countries and Italy into a group, with the same tariff to the outside world but with no tariff barriers of any kind between themselves.

Now, what is going to happen when the common market of "the Six" comes into full operation? They are going to have a common tariff to the outside world and no tariffs between the individual countries. You will have a tariff wall round this area, and on our calculations it will be about 15½% as compared with, at the moment, 22% into France and 6% into Benelux.

How Important is Europe?

It is interesting to try to see what might be the effect of this move on our own business. About 78% of the whole exports of Britain go to countries outside Europe and so do about 75% of I.C.I.'s exports, which is a remarkable coincidence. As a very rough rule, about half I.C.I.'s exports go to the Commonwealth, about a quarter to Europe, and about a quarter go to other countries in the world, such as South America. It corresponds very closely to the way in which exports from this country as a whole are split between those same destinations.

In terms of money, about £320 millions worth of exports from Britain go to "the Six," while £228 millions worth go to other parts of Europe (other than the U.S.S.R. and the Soviet Bloc), £38 millions worth to the Soviet Bloc, and £2000 millions worth to the rest of the world. The corresponding figures for I.C.I. are roughly proportionate—about one-fortieth. That means to say that I.C.I. contribute roughly one-fortieth of the total exports of this country, a figure which is surprising in size and which also illustrates the responsibility that we have in maintaining our share of the exports.

The actual amount of I.C.I.'s exports that go to "the Six" countries is rather strikingly concentrated in Holland and Belgium; and if you remember the figures of tariffs, 6% in Benelux and 22% in France, it is not surprising that Benelux takes more than would appear to be its share.

Where do we go from there? It is clear that if we look forward to a future when there is an average tariff

People and events . . .

I.C.I.'s Beryllium Plant starts up

"TOMORROW'S Metals Today" was the theme of the largest press visit yet to a Metals Division factory. Some fifty representatives of daily and technical journals and of radio and television met at Witton on 9th December to see titanium, zirconium and beryllium production plants and those sections of Research Department particularly concerned with these and other "new" metals.

The occasion was the commissioning of Europe's first plant for the manufacture of wrought beryllium. Beryllium is the third "new" metal to go into production at Witton. Titanium came first, in 1955, followed three years later by zirconium. All three metals present formidable problems. They are difficult to extract from their ores, and once the metal has been obtained it cannot be melted and turned into massive form by normal methods. Melting has to be carried out by remote control and in a vacuum.

With beryllium, the manufacturer has another unusual problem. For technical reasons it has to be handled in the early stages in powder form. Beryllium powder can affect the lungs if inhaled in excessive amounts, so special precautions must be taken to avoid exposing workers to this risk. Dust control is strict. There are no windows in the plant; the air is changed every three minutes and filtered both coming in and going out. Every week 3000 samples of air are analysed to ensure that the degree of contamination is below the permitted level.

Like zirconium, beryllium is at present essentially a nuclear metal. All the output of the Witton plant will be used by the United Kingdom Atomic Energy Authority for fuel cans and other components in its experimental advanced gas-cooled reactor.

Eventually beryllium may be used for space projects and even for aircraft, but it will only become a commercial proposition if it can be made much more cheaply. At present wrought beryllium costs about £160 a lb.—nearly half the price of platinum.

Profits from Profit-sharing

AT Central Council at the end of November **Sir Alexander Fleck** had some interesting comments to make on the profit-sharing scheme. He recalled that it was just over five years before that it fell to him to announce the scheme for the first time publicly at the dinner before Central Council. Looking back, he said he regarded it as the single most important announcement he had been called to make at Central Council during his term of office.

Actual benefits after five years, said Sir Alexander, were even more striking than those foreshadowed by **Sir Ewart Smith** when he first introduced the scheme. The estimate then was that if a man held on to his shares he should by the end of his working life of, say, forty years have saved something like £500 to £1000.

Statistics now showed that the average payroll employee had received bonus amounting to roughly £150, and this had been used to acquire, including the scrip issue, just under

100 £1 units of stock by the end of the 1958 bonus year. Today, at present Stock Exchange values, that same stock was worth about £275. This meant that in the short space of five years a man's average holding was worth roughly a quarter of the £1000 which Sir Ewart estimated it might be worth at the end of forty years.

"Not bad going," suggested Sir Alexander, "for stock representing £150 bonus to have a market value of £275 at the end of the first five years of the scheme!"

New Look in Loaves

LAST month saw the first step towards what may well turn out to be a revolution in the bakery world—the introduction of the first loaves of bread wrapped in polythene. The first firm off the mark was Trent Vale Bakeries, the biggest independent bakers in the country, with their Champion Luxury Loaf. Other firms



have been busy trying out new machines for wrapping bread in this way, and British Visqueen, who have a big interest in this development as the manufacturers of polythene film, confidently expect that a number of

them will soon be following Trent Vale's lead.

What are the advantages? Firstly, polythene film has the advantage over waxed paper of being completely transparent, so you can see what sort of bread you are buying. Secondly, the ends of the wrapper are heat sealed, so there is no problem about the ends coming unstuck. Lastly, British Visqueen's polythene film, in the thicknesses suitable for bread wrapping, is now cheaper than any other transparent wrapping material on the market.

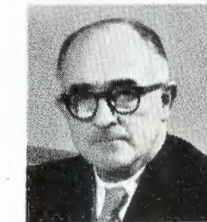
Dr. Amor Retires

DR. A. J. Amor, who has been the Company's Principal Medical Officer since 1946, retired at the end of last month. He joined I.C.I. at the end of the war after being chief medical officer at the Ministry of Supply and, before that, C.M.O. of the Mond Nickel Company.

Dr. Amor had first-class qualifications for his post. Not only was his medical background of a high order, but he possessed as well a degree in science and an understanding of human nature learned the hard way during the 1914-18 war, when he served as a gunner and later as a pilot in the Royal Flying Corps.

I.C.I. has always been in the forefront of industrial medicine, largely because of the leadership of Dr. Amor. His outstanding interest is in the study of toxicology, the effect of environment and diseases of the lungs, and his publications on these subjects are well known. His work in the field of industrial medicine was recognised in the Birthday Honours of 1950, when he received the C.B.E.

Now that he is retiring he does not propose to sit back and do nothing. Far from it. He has already been accepted as a student by Gray's Inn and is going to read for the Bar—a profession at which undoubtedly he would have been a great success had he been able to take it up earlier in



Dr. Amor

life. Perhaps, in starting this new career, we may see Joe Amor established and making history for the second time.

C-I-L Paint in the U.S.A.

CANADIAN Industries Ltd. is entering the U.S. paint field. A new subsidiary, C-I-L. Paints Inc., has been formed to manufacture and sell 'Dynakote,' the new one-coat enamel finish for refrigerators, washing machines and other household equipment which was discovered in C-I-L's Central Research Laboratories at MacMasterville.

Since the introduction of 'Dynakote' enamel in Canada eighteen months ago, half the major Canadian appliance manufacturers have switched to it. Its big advantage is that it can be applied in a single coat without a primer, thus achieving significant savings. It is, too, particularly resistant to attack by detergents, soaps, sauces, mustard, and other household materials that can cause permanent stains on conventional appliance finishes.

Manufacturing and office facilities for the new company have been established at the Cincinnati plant of Arnold Hoffman, I.C.I.'s American subsidiary. Initial capacity will be a quarter of a million gallons annually.

Pied Piper in the Garden

SOME people go around with their eyes shut. But that cannot be said of Wilton gardening apprentice **Kevin Bennett**. A few weeks ago he was working among the outdoor chrysanthemums in the Castle garden at Wilton when he came across something



NEWS IN BRIEF

Aid for Indian flood victims. A large number of 'Alkathene' bags supplied as a gift by I.C.I. (India) were used by the Government of India to drop supplies of food in West Bengal during the recent serious floods there.

African nylon plant. Plans for a £200,000 plant to produce crimped nylon yarn in South Africa have been announced by British Nylon Spinners. The plant, which will be located in the Cape Town area, is expected to start up later this year.

A new nitroglycerine plant is now operating at Ardeer. The plant, which for short is christened the N.A.B., was evolved in the Gyttop factory of Nitroglycerin Aktiebolaget, Sweden. This factory was founded by Nobel in 1864 and is the world's oldest producer of nitroglycerine.

The Synchronia male voice choir raised £25 for the International Refugee Year Fund when they gave a concert recently at Bishop Auckland.

'Terylene' gathers fresh laurels. The three first shirts in the world to win the United States Testing Company's seal of approval for 100% wash 'n' wear are made of 'Terylene.' One is made by a Canadian firm, the other two are Australian. The company tests goods from all over the world, ranging from government atomic equipment to everyday things like mattresses and refrigerators.

Wages through the bank. The number of payroll employees at Wilton Works taking part in the pioneer scheme for the payment of wages through a bank now totals 1768—about 23% of the employees on the Wilton site.

Multi-millionaires. The Fordhouses factory of Marston Excelsior Ltd. (Metals Division) has been in the news before with its excellent safety record. Their most recent success came in November, when they achieved their million hours accident-free target for the sixth time since February 1956.

Blackley Works (Dyestuffs Division) Orchestral and Choral Society last month gave a performance of Handel's *Messiah* in the restaurant of Hexagon House under the baton of Mr. Maurice Handford of the Hallé. Three of the soloists were professionals; the fourth, soprano Mary Waters, works in the Hexagon House library.

Another Indian Plant. I.C.I. (India) and the Alkali and Chemical Corporation of India are combining to set up a new rubber chemicals plant at Rishra, near Calcutta. Cost of the new plant is estimated at £1½ million.

which made him look twice, just in case he was seeing things. He *was* seeing things—three chrysanthemums growing on one stem, one bloom pink, the centre flower half-pink, half orange, and the third bloom orange. He mentioned it to **Mr. Phil Bloomfield**, head gardener at the Castle, who took one look at the “foreigner” and immediately saw a chance to try to raise a new variety of chrysanthemum.

* * *

The oddity, Mr. Bloomfield explained, is known as a sport. It is not uncommon in the horticultural trade, for it is through these sports that new varieties of flowers are grown. But it is uncommon for it to happen to the amateur gardener or in a garden like the Castle gardens. The hot, dry summer was the only explanation he could offer for the rarity, and he thinks there may be quite a few others in other parts of the country. Maybe some I.C.I. amateur gardeners have come across sports among their flowers too.

Fighting the Cocoa Capsid

AT Tema, Ghana, on 5th November, **Dr. Kwame Nkrumah**, Prime Minister of Ghana, opened the first I.C.I. insecticide factory in West Africa—a factory whose products will help Ghanaian farmers to reduce drastically the ravages of the capsid

bug on the country's vital cocoa crop. The plant has a capacity of half a million gallons of insecticide a year. This will be sold under the trade mark P.P. ‘Kumakate.’



Use of the insecticide has already led to increased cocoa crops. Losses from capsids before the spraying campaign began are estimated at 60,000–80,000 tons of cocoa a year, which in hard cash represents something like £15 million.

The Ghana Government, which first called on the assistance of I.C.I. in 1954, intends to spray some 2½ million acres of cocoa trees during the next three years. The operation will require a minimum of 700,000 gallons of the insecticide, will employ 14,000 people and will cost £12½ million.

Red-letter Days

A GIRL who was too tall to be a professional ballet dancer—18-year-old **Miss Maureen Carroll**, a tele-

phone switchboard operator at Wilton Works—realised an ambition recently when she appeared with the Royal Ballet during their brief season at the Globe Theatre, Stockton.

True, along with several other local girls recruited by the Royal Ballet, she had only a walking-on part with a little miming to do, and did not dance. “Not very much,” she admitted; “but at least I was on the stage with members of the Royal Ballet, and that gave me a very great thrill.”

Maureen was one of the extras who appeared as ladies of the court and pages in *Swan Lake*. Some of the others also appeared in *Coppelia*, but here Maureen's height proved a setback again. Only the smaller girls were chosen. Since she cannot be a professional ballet dancer, Maureen Carroll does the next best thing and teaches other people ballet. She runs her own flourishing dancing school in Middlesbrough.

Rescue Bid

A PROCESS worker at Dyestuffs Division's Trafford Park Works, **Mr. John Houghton**, has received a letter of congratulation from the Chief Constable of Salford. It was sent to him in recognition of his brave rescue bid last October, when he attempted to rescue two people overcome by fumes in a gas-filled room.

The victims were neighbours of his,

Mr. and Mrs. Herbert Metcalf of Back Cranbourne Street, Salford. He managed to remove both Mr. and Mrs. Metcalf into the open air, and although temporarily overcome by the gas himself, had recovered sufficiently to start applying artificial respiration when help arrived. Mrs. Metcalf unfortunately did not recover, but Mr. Metcalf undoubtedly owes his life to John Houghton's prompt action.

Mr. Houghton

Dr. Cook Retires

Dr. Maurice Cook, who retired at the end of last month, has been chairman of the Metals Division for the past three years. They were eventful ones in the history of the Division. During Dr. Cook's term of



Dr. Cook

office the Division extended its interests in the newer metals and also set up two new companies. First in November 1957 came the news that the Metals Division

was merging its copper interest with Britain's other big copper producer, the Yorkshire Copper Works, which led to Yorkshire Imperial Metals Ltd. More recently, in July this year, there was the announcement of the successful completion of negotiations with ALCOA, the world's largest aluminium producers. A joint company in Britain, based on Metals Division's aluminium rolling plant in South Wales, was formed.

Dr. Cook joined Metals Division in 1926 and was appointed a director of the Division in 1942. He became managing director in 1951 and chairman in 1957. He is one of the leading personalities in the metallurgical world. He received the C.B.E. last year and the platinum medal of the Institute of Metals for “outstanding contributions to the science of metallurgy.”

Tape and String Photography

THE photograph below—or series of photographs—is the remarkable result of an experiment by Billingham's amateur astronomer **Mr. Jack Youdale**, a machine shop millwright.

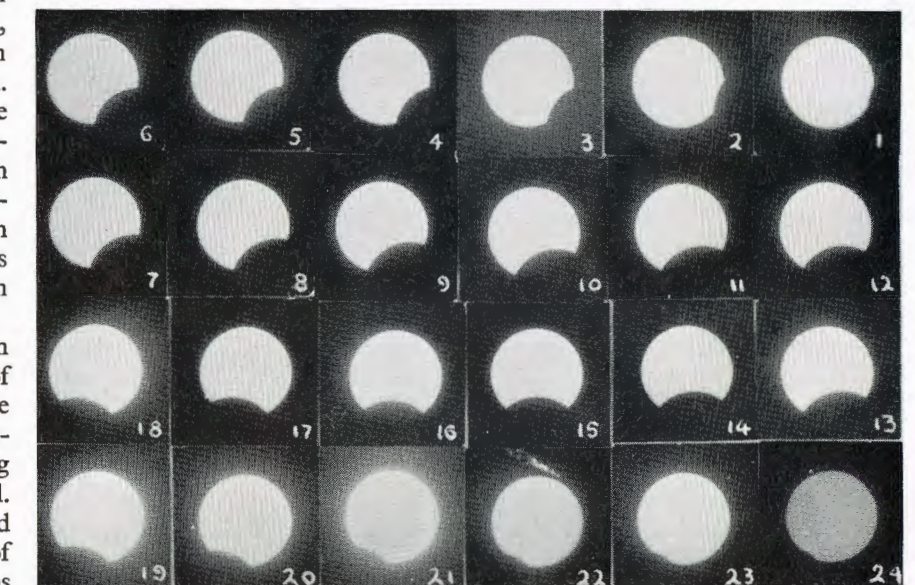
It was on the spur of the moment that he decided to try photographing the partial eclipse of the sun last October, and he had so little time to get ready for his experiment that he had to rig up his apparatus with sticky tape and string.

The series of 24 photographs was taken at five-minute intervals on a 35 mm. camera with a 12 in. telephoto lens attached. He used a fine-grain, slow-speed film with a filter, and gave each photograph 1/100th of a second exposure.

* * *

His sighting device was a length of brass tubing with a piece of coloured glass at the spying end and cross-hairs at the other. This he fastened to the camera, and the whole of his apparatus was then mounted on a tripod.

The sight was most important, as it enabled him, besides just gazing at the sun, to aim at it accurately to get his shots. The prints are considerably enlarged, as the image on the negatives is only one-eighth of an inch across.



Mr. Youdale's photographs of the partial eclipse of the sun.

PEOPLE

Mrs. Brenda Holborn, a shorthand typist at Billingham, was picked to play for the English ladies' badminton team against Denmark in Copenhagen last month in the Over Cup international knock-out competition.

Alan Herdman, an 18-year-old apprentice plater at Prudhoe Factory who went on a one-month course at the Outward Bound School at Eskdale in September, has now learned that he has been given an honours award for his performances in athletics, mountaineering and other activities.

Mr. George Robinson, autoclave operator in the Nylon Polymer plant at Wilton, has received an award of £90—the biggest suggestion award made so far in Nylon Works. He is putting it towards a Dormobile van he plans to buy.

Mr. George Moody, a chargehand plumber, has the distinction of being the thousandth person at Wilton to qualify for a St. John Ambulance Association first aid award.

Mr. Tom Brown, a Nobel Division pensioner, was one of the judges again in the pigeon section at the recent Dairy Show at Olympia.

Miss Margaret Pattison of Head Office Directorate staff is one of the joint compilers of a new quiz book being sold on behalf of the Universities Federation for Animal Welfare. Copies, price 3s. 6d., are obtainable from UFAW, 7a Lambs Conduit Passage, London W.C.1.

On 1st January **Dr. E. D. Kramm**, former joint commercial director of Fibres Division, took over as Overseas Director responsible for all overseas matters except selling. Mr. A. R. Milne remains as Commercial Director and takes on responsibility for export as well as home sales.

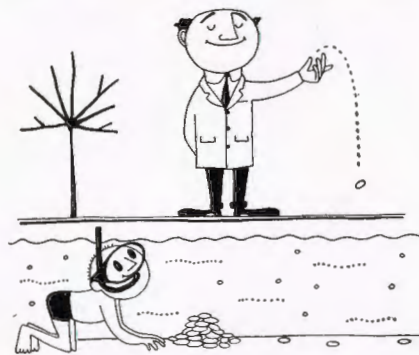
The new I.C.I. insecticide factory at Tema, Ghana. Right: Dr. Nkrumah speaking at the opening ceremony.



Superstition

EVER since the ornamental pool in front of the entrance to I.C.I.A.N.Z.'s skyscraper headquarters in Melbourne was filled with water, Melbourne folk have treated it as a wishing well. Through the water may always be seen a collection of coppers lying on the bottom, and sometimes there is a glint of silver too.

How the idea caught on is a mystery. People just part with their money



spontaneously. There is no notice inviting them to have a wish and benefit a good cause.

The local newspaper boys approve of the superstition. So does I.C.I. House cleaner **Tom Harris**. He has appointed himself collector-in-chief on behalf of the Lord Mayor of Melbourne's Charity Fund. There are always a few coins in sight. Tom believes in leaving a few coppers plainly visible from the steps of I.C.I. House as a small bait for the next school of wishers.

50 YEARS' SERVICE

The following employees have completed 50 years with the Company: **General Chemicals Division:** Mr. T. Cobley, Gaskell Marsh Works (31st December), Mr. G. M. Hunter, Cassel Works (21st December), Mr. H. Wildish, Cassel Works (17th November). **Head Office:** Mr. J. T. Rees, Directorate (3rd November).

APPOINTMENTS

Some recent appointments in I.C.I. are: **Alkali Division:** Mr. D. J. Allen, Assistant Secretary. **Fibres Division:** Mr. J. K. Hoyle, Yorkshire Area Manager. **Pharmaceuticals Division:** Mr. D. M. Lintott, an Assistant Accountant. **Plastics Division:** Mr. D. G. Owen, Homes Sales Director; Dr. A. M. Bloch, Assistant General Works Manager; Mr. A. Burness, Works Manager, Plastics Works, Tees-side;

Mr. A. F. Woolner, Assistant Works Manager, Plastics Works, Wilton; Mr. B. W. Horton, Assistant Works Manager, Polythene Works, Wilton. **I.C.I. (China) Ltd.:** Mr. I. H. Kendall, a Director.

RETIREMENTS

Some recent announcements of senior staff retirements: **Pharmaceuticals Division:** Mr. H. F. Gill, Distribution Manager (30th October); Mr. P. A. Smith, Chairman (retiring 31st March). **Plastics Division:** Mr. J. V. Crossley, Home Sales Director (31st December).

OBITUARY

Mr. C. E. Prosser

We regret to announce the death, at the age of 66, of Mr. C. E. Prosser, who retired from the chairmanship of Metals Division in 1955. Mr. Prosser joined the Company in 1910 on the staff of the former Elliott's Metal Co. Ltd. In addition to his activities in I.C.I. he played a prominent part in the non-ferrous metal industry and served as chairman of many trade bodies.

During the 1914-18 war Mr. Prosser served in the South Wales Borderers and the Machine Gun Corps. During the last war he was chairman of the Non-ferrous Tube and Tube Products Panel responsible to the Government for adequacy of supplies.

Those who knew him well remember him as a very generous man, who was always extremely considerate and sympathetic to his staff in times of personal trouble.

duty when they come into the United Kingdom. We had to make some sort of arrangement whereby Japanese goods do not move from Japan into Hong Kong and move out of Hong Kong into this country free of duty, and a form of certificate of origin has been devised to prevent it.

In the negotiations which took place over the possibility of forming a free trade area of this wider kind there is no doubt that those on the Continent, and particularly the French, did do their best, I will not say to exaggerate, but at least to emphasise these difficulties of origin. Looking back it is not very easy to know to what extent those fears were really genuine or were excuses for preventing the formation of a wider free trade area. But negotiations for this free trade area dragged on without very much success. It was not easy to carry them out because governments in France were continually changing, and in 1958, for a number of months, there was virtually no government in France at all.

However that may be, upon almost the exact date of the meeting of Central Council last November, the French announced that they were not prepared to have anything to do with a free trade area on the lines proposed by the British. That was an extraordinary announcement, and it brought the negotiations for a free trade area to a grinding stop, and we in industry and all of us in I.C.I. had to think of what the likely effect might be of this 15½% tariff round "the Six," with ourselves, the Scandinavians, the Swiss and the Austrians left out in the cold.

Some months, however, before the French made this announcement, a lot of background work had been done between the countries which became later known as "the Outer Seven," that is to say Norway, Sweden, Denmark, Great Britain, Switzerland, Austria and Portugal. We were all to a certain extent in the same boat. We none of us for our own reasons were prepared to join "the Six" as full members of this exclusive club.

The Austrians could not do it because they have a treaty guaranteeing neutrality for which they obtain freedom from Russian occupation. The Swiss could not do it because they have always jealously preserved complete neutrality for hundreds of years. The Swedes do not like it for the same reason. And we in the United Kingdom had a very special reason for not joining "the Six," which was our relations with the Commonwealth.

I have given here the figures for our trade outside Europe, but more than half of it is with the countries of the Commonwealth, and it would be folly, putting it at the lowest, to do anything to jeopardise that trade in order to pick up some apparent gain in Europe. The practical difficulty about this country associating itself as a full member of the club, therefore, is that it would have meant that we would have had to put on the same tariff as the other members of "the Six" against all imports from all other countries in the world, including the Commonwealth. In fact it would have meant putting the clock back 50 or 100 years. It has been the tradition in this country, and a wise one, to admit (apart from some minor exceptions) everything from Commonwealth sources free into this country, and it would have been a complete reversal of our whole policy to have joined "the Six" and, instead of giving free entry to the Commonwealth, to put up substantial barriers not only against manufactured goods from the Commonwealth but also a large range of raw materials.

What then could be done? It was at this point that it

was thought that we might try an experimental free trade "club" between the United Kingdom, the Scandinavian countries, Switzerland, Austria and Portugal. Meetings were held to see whether these countries could not form a free trade association between themselves. If it comes about it does at least preserve a certain coherence between these "Outer Seven" which may enable them to deal as a team with the Common Market countries.

And so negotiations were started early this year. By November agreement in principle between the "Outer Seven" had been arrived at, and Ministers of the Seven met in Stockholm to initial an agreement between themselves.

What may we hope for from this Convention? If nothing else happens, we can by 1970 have the group of countries of "the Six" with common tariffs of 15½%, and the group of "the Outer Seven" with free trade between themselves but with very different tariffs to the outside world. It is not a wholly attractive position.

From I.C.I.'s point of view, if you have a group of products on Tees-side and you think you are going to export to Scandinavian countries because there will be no tariff against I.C.I.'s products going into Scandinavia, the edge which you will have over the German manufacturers is not a very big one because the Germans will be paying only 7% into Sweden as against the nil that we shall pay—not a very big advantage from our point of view—while the actual communications between Germany by rail and ferry to Sweden are particularly good, so that we do not gain enormously there. On the other hand, one thing is quite certain: we shall get substantially increased competition in this country from the highly developing Swiss chemical industry, particularly in dyestuffs and pharmaceuticals. Dyestuffs from Switzerland over the years will come free into England, while our chances of selling dyestuffs in Switzerland will be slight because the total market is so small.

So we shall get some minor advantages in Scandinavia, perhaps some minor or even perhaps some substantial advantage in Portugal, a little tiny bit in Switzerland and Austria, but at the same time we have to envisage substantially increased competition in our home market.

That is a prospect which is not dangerous but at the same time not particularly attractive. And I still feel, on account of the immense advantages of a wider association in Europe—so that we would not have this rather curiously aligned "Outer Seven" and this coherent semi-political bloc of "the Six" baring their teeth at each other and doing their best to take away business from each other—that a much better and more sensible solution would be an arrangement between "the Outer Seven" and "the Six." The chances of having that in the near future are not particularly bright, but I think that by the time "the Six" themselves have solved some of their immediate political problems, particularly their problem of Berlin and Western Germany, they may be more ready to make a reasonable arrangement both satisfactory to them and to the countries of "the Outer Seven." If we can have that, then I think that we can look forward to a real period of prosperity in Europe, and in that connection I would point out the importance of this European market to this company: sales in Europe have gone ahead more rapidly than in any other part of the world.

If only some "marriage" between these two groups can be arranged, I feel confident that not only will Europe as a whole go ahead but that I.C.I. will benefit from it too.

SIXES AND SEVENS (continued from page 7)

round the whole of the Common Market area of 15½% and no tariff barriers, for example, between Western Germany and Holland, some of our exports are likely to suffer substantial damage. At the moment let us take for example a tanker car of methylene chloride going from Runcorn across by train ferry into Holland. That methylene chloride will pay a duty, say, of 6% into Holland. The same stuff coming from Germany must pay the same tariff, and apart from differences in transport we are in a good competitive position. But as things change and move towards the 1970 situation we would be paying a duty of 15½% on entry into Holland while the Germans would pay nothing at all; and that clearly means that our competitive position would be affected for the worse.

Now, as this general idea of the Common Market and the Customs Union was developed, so the British Government and a number of other countries in Europe suggested that in order to avoid the dislocation of trade which might arise through the formation of this Customs Union of "the Six" it would be wise to have a wider area in which trade might flow freely in Europe. This suggestion for a European Free Trade Area was put forward somewhere about 1957, just over two years ago. The general idea was that the six countries—Germany, Benelux, France and Italy—should go ahead with the formation of their Customs Union, but in addition there should be a wide free trade area of virtually the whole of Europe in which the barriers would disappear as far as trade between us was concerned, but where the individual tariffs to coun-

tries outside Europe would remain virtually unaltered.

This would mean that all the barriers between this country and France and between this country and Benelux would disappear, but we as a country would maintain our particular barriers against imports from outside Europe. Similarly the Scandinavians, the Swedes and the Swiss would do the same thing; and so we would have a Europe with barriers of varying height against the outside world but with all these barriers inside Europe scrubbed out.

That was an imaginative concept, but it had some obvious difficulties. First of all, "the Six," determined to maintain a certain political unity, objected to this general idea of the wider free trade area on the ground that it would in their opinion destroy this unity and the building up of what it was hoped to cement into a real political entity. Secondly, they pointed out with some justification that if "the Six" had a barrier of 15½% and if the other countries were allowed to arrange their own tariff walls, there was always a chance of a leakage into "the Six" through countries which had the lowest tariff barrier.

The answer given by the British to that point was that it was capable of technical solution by arrangements similar to those involved in Imperial Preference. We have had the same difficulty in this country, in connection with imports from the Commonwealth. As I imagine all of you know, virtually everything from the Commonwealth comes in free into this country, consequently gloves or batteries or textiles made in Hong Kong pay no

HAMILTON McINALLY

By Denzil Batchelor



IT could be said that Hamilton McInally, thrice Scottish Amateur Golf Champion, began at the beginning. He was two when they gave him his first club, a piece of piping which a blacksmith benevolently flattened at one end. This putter-driver accompanied him on every walk for several years; but at ten he was using a borrowed mashie for chipping through a window, open for eighteen inches at the bottom, with such dire penalties for aiming too high that he never committed the fault.

Hammy—for that is what his rolling name is universally shortened to—was one of ten children, the son of a miner who died as the result of an illness contracted on his job. The young golfer was responsible for the family himself thereafter until his own marriage. He spent thirteen years in the mines and has been with I.C.I. for twenty-one. Today he is a chargehand at Ardeer, working as a railway truck loader.

He first played in the Scottish Amateur Championship (it was his first tournament) in 1934, when his bag contained seven clubs, four given away or thrown aside by friends, and three specially bought for him by his father for one-and-sixpence the lot. He got as far as the quarter-final: "My inexperience beat me," he confessed to me sombrely. "My putting was letting me down and I took advice—and lost. That same week I won a gold watch for putting."

He never had a lesson, and never had any temptation to turn professional. "You see, my family needed all the money I earned. A pro's income is an uncertain thing, but when I began work in the mines at 15 I was bringing home £3 7s. 6d. a week."

But hard times did not make a hard man of Hammy McInally. At 49 he is as rosy as an apple, with a smile you could toast your fingers at on a braw bricht moonlicht nicht. He has enjoyed all his golf, losing very nearly as much as winning—fighting most of all. He has played in the past quarter-century with many of the great: twice at least he has shared in the beating of Henry Cotton, and once he lost to Willie Turnesa (2 and 1 at Carnoustie) after being one up with four holes to play.

Sometimes there have been reasons not known to the

world at large when he has mysteriously failed to hit the jackpot. There was the defeat by Robin Wight (by one hole) at Muirfield in the Scottish Amateur Championship of 1949, for example. H. McInally had beaten A. T. Kyle (5 and 4) in the semi-final, and most experts imagined he would win. But he was five down at lunch on the final day, then seven down after the first three holes of the afternoon round; and at last seven down with twelve to play. It seemed all over bar the shouting, but those who thought so had reckoned without Hammy's grit. He counter-attacked like the Black Watch at their most illustrious, and won back hole after hole until he was actually all square with two to play. It was then that Wight won the long 17th with a four, and held on to halve the last hole.

Great golf by the winner, and one of the finest of rear-guard actions by the loser, for all it was a forlorn hope; but what Hammy never bothered to tell the world was that one of the reasons he lost was that he was fighting not only Robin Wight but also the handicap of a slipped disc all through that final day. He didn't bother to air his excuse. Why should he? It was a lovely game of golf, and a great fight: and that was all that mattered.

But, under pressure, he will admit that there have been victories too. There was his first Scottish Championship when, still a coal-miner by trade, he beat K. G. Patrick (6 and 5) at Barassie. This was in his fourth season, in 1937. I think he enjoyed even more his 6 and 5 triumph in the championship over Hector Thomson, now a professional, at Prestwick the year the war broke out. Thomson was a fine player, but Hammy believed he had the "Indian sign" on him. I think he got a special kick out of conquering such an exquisitely dapper opponent, for he himself enjoyed dressing at his most carefree when playing in a final, his one essential adornment being an unashamedly plebeian cloth cap, for which he sometimes paid as little as half a crown.

When he removed this headgear his opponents were advised to say their prayers. It came off unusually early when he beat J. Pressley (10 and 8) in his third championship win in 1947; and also when he won the Tennant Cup with rounds of 69 and 68 in 1954.

Mark well how famously he has played since the war. He was first reserve for the Walker Cup team in 1947, when with Max McCready as partner he had the beating of Kyle and J. Wilson, and J. B. Carr and R. C. Ewing in foursomes. (Many thought his omission from the team indefensible, and ascribed it to the cloth cap and to the small army of supporters who turned out to cheer his best efforts and could not always be trusted not to boo his opponents.)

There was a reason for his post-war improvement. He spent all the war years on minesweepers in the Channel (occasionally being brought ashore at Grimsby in a liberty



boat, A.B. that he was, to play 18 holes against Admiral Graham); and during that period he broke his right wrist at football. This injury radically altered his game, for he was now no longer able to employ his right hand so vigorously—over-vigorously—in the long game. "Before the war," he remarks with cheerful inaccuracy, "I never saw the tee. After it, I became steady as a rock, though I still drove 250 yards often enough. Why, I once played twenty-one consecutive rounds without ever going into the rough."

As a fact, he was a devil of a man with his irons. Often he would drive with one at a long hole because he could place his shot so exactly, and (some say) because the club reminded him of the lead pipe with which he had learned to play. "I'll use my driver tomorrow," he used to say.

And of course he has been lucky in one way: all his life he has known how to play out of sand. If you are born and bred in Ayrshire you do that sort of thing as naturally as you quote Robert Burns. Didn't Alfred Nobel say that Ardeer itself was a sand wilderness where only a few rabbits survive on a blade of grass? Hammy early determined not to be one of those rabbits: and he plays no stroke better than the one that puts him back on the fairway from the sand bunker. That is one of the reasons why his handicap was plus three from 1934 to 1957.



Forgeries for Freedom

By Roy Kilminster

One of the most fascinating aspects of prisoner-of-war escape stories is the amazing skill with which identity papers were forged. The author, a Kynoch Press lithographic artist, was the chief forger of escape papers at Stalag Luft I.

THE escape organisations in German prisoner-of-war camps were designed to give all possible help to those who wanted to escape. Measured by the number of successful escapes, the enormous amount of work carried on throughout Germany by these organisations can hardly be said to have given a worth-while return. At Stalag Luft I, for instance, nearly 100 tunnels were dug, but through none of them did one single person return to England. Indirectly, however, escape plans paid off. A great many Germans were kept continuously busy trying to defeat our escape efforts. Above all, morale was kept high, particularly during the early war years.

I was one of those engaged in preparing forged escape papers at Stalag Luft I. We successfully manufactured identity cards, passes for leaving the camp or travelling about Germany, letters authorising travel from place to place, rail tickets, and such touches of camouflage as letters purporting to come from a relative in Germany or occupied Europe.

In the early days all reproduction was done by hand, usually with a fine sable hair brush. For this work we found it impossible to obtain fine enough brushes in Germany. Those we used were sent from England, which meant six or eight months' delay in

transit. Usually only a few people could be found with the requisite skill. Forging on a large scale was impossible without mechanical assistance.

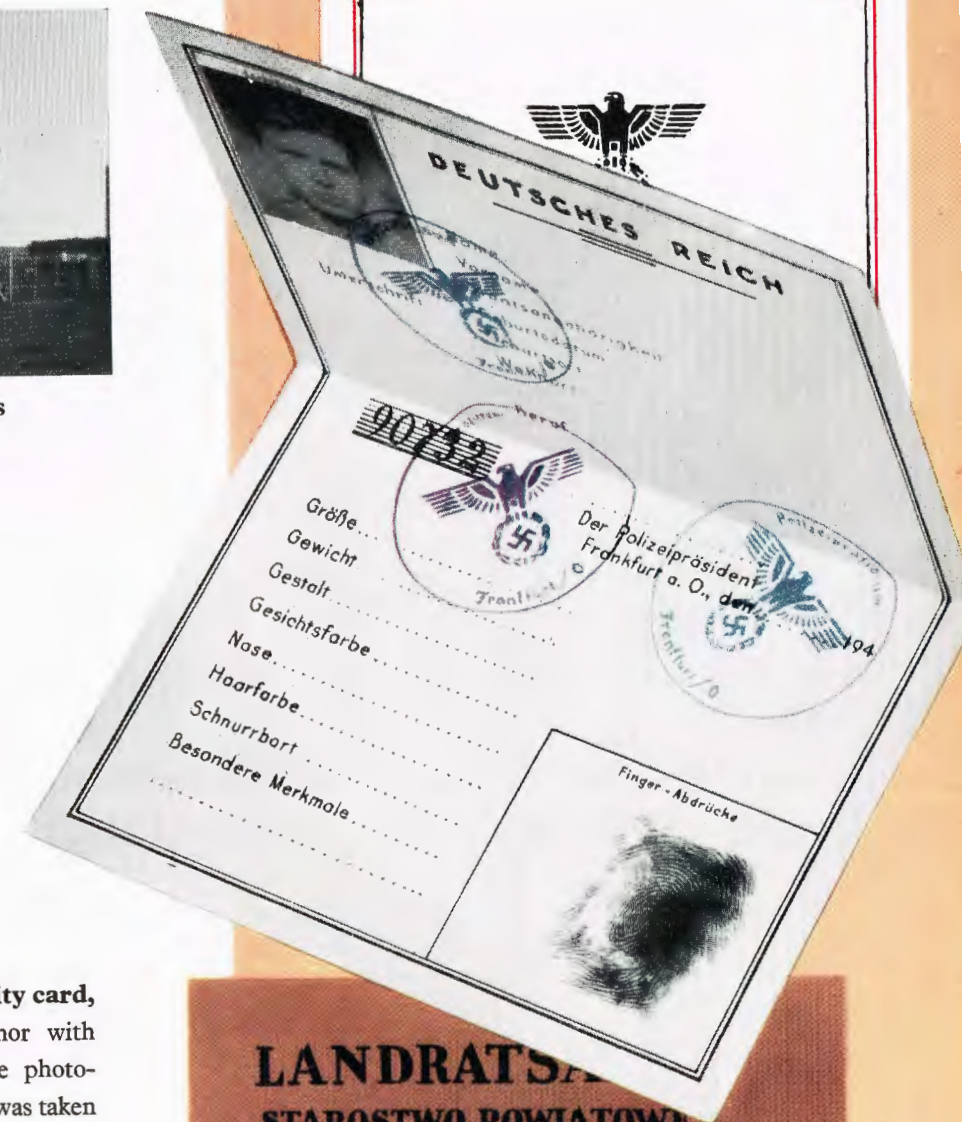
Our first form of mechanical assistance was a duplicator—an enormous step forward. Although it could not produce high-quality passes, it brought about a great increase of output. It proved of particular service in the forging of typewritten documents. As our typewriter was on parole, we had to imitate the type characters with a pen.

It was not long before our duplicator was confiscated by the Germans, but we managed to keep back some of the special ink required. After much experiment, we found that we could use ordinary table jellies as a duplicator base. These jellies were one of the luxuries obtained from the rather spasmodic arrival of Red Cross food parcels. If anything, they gave better results than the original duplicator base, but were difficult to work with because they were so soft. We attempted unsuccessfully to harden them with formalin, obtained by dissolving formalin tablets from the sick bay.

Our jelly duplicator gave excellent results in imitating the impression of a rubber stamp. Previously, many methods of making these stamps had been



One of the elevated sentry boxes guarding Stalag Luft I



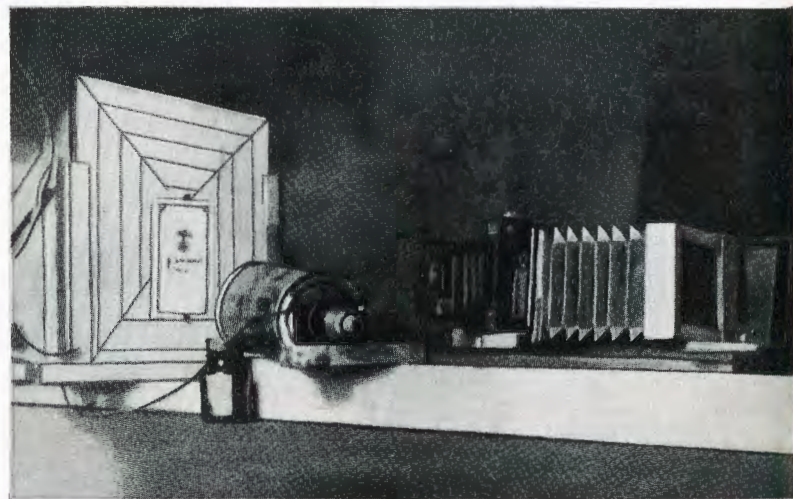
A forged German identity card, hand drawn by the author with fine brush and ink. The photograph on the identity card was taken with a camera smuggled into the camp and the stamps put on with a duplicator, also smuggled in. The Germans quickly confiscated the duplicator base, and thenceforward Stalag Luft I improvised with ordinary table jellies as a base. These gave excellent results for stamps, as can be seen in this picture. Below is a Polish identity card, also hand drawn. Both these identity cards are reproduced actual size.

**LANDRATSA
STAROSTWO POWIATOWE
BEREZA-KARTUSKA**

**VORLÄUFIGER PERSONENAUSWEIS
TYMCZASOWY DOWÓD OSOBISTY**

Nr. _____

The day pass of a camp guard (actual size) forged by the author with brush and ink. This type of pass enabled a few prisoners to escape dressed up as guards. At the back is the reverse side of another pass, showing the complicated design put on by the Germans to defeat forgery. This is a photograph of the German original.



The camera and equipment used for forging papers. On the left is an identity card mounted for photographing. To the right of that a camp electric light bulb is set in a milk tin used as a reflector. Then comes the camera, with an extension made up from brown paper. The whole set-up could be dismantled in a few seconds.



An aluminium stamp made from pots and pans and etched with hydrochloric acid, the resist for the design being painted on with boot polish or candle grease. Beside the stamp is an impression taken from it.

A forged pass (actual size) made by cutting letters or words out of German magazines, pasting them together, and then photographing the original with the camera equipment illustrated above. The photograph on the pass was also taken with this camera. The stamps on this pass were put on with a duplicator, using ordinary table jellies. This particular pass is not a copy of an original but was specially made up, because of the great difficulty of obtaining genuine passes to copy. To the right are some examples of genuine censor stamps collected by the forgery section.

Kriegsgefangenen-Lager No. 1 d. Lw.
Barth (Dommern)

0017 *

Tagesausweis

zum Betreten des Lagers
am 2 JUNI 1944

Name: _____
zusammen mit: _____
Armbinde Nr. _____
abgegebene Ausweise: _____
Lager betreten um _____ Uhr
Hauptmann u. R. O.

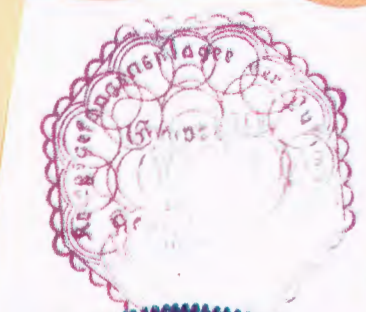
Dieser Ausweis ist beim Verlassen des Lagers bei der Gr. 3 (Abwehr) abzugeben!

D/0247

Deutschland
Angebot
Ausweis



geb. am 14-6-1914
wohnhaft in Berlin
ist berechtigt sich aus Berlin nach Warschau zu begeben und zurück zukehren
Reisezweck: Geschäftsreise
Bültig bis: 15 September 1945
Den 15. September 1945
Der Polizeipräsident in Berlin
Herr Dr. H. H. H. H.
Lager



geprüft

Stets bei sich zu tragen
Toujours porter sur soi

5887 *

Bescheinigung

über die Beurlaubung aus der deutschen Kriegsgefangenschaft
Document de mise en congé de la captivité allemande

Der.....
Le..... (Nationalität - nationalité)..... (Dienstgrad - rang mil)

Vor und Zuname.....
nom et prénom

Erk. Nr.....
No. de matricule

Wohnort.....
lieu du domicile

geb. am..... Geburtsort.....
date et..... lieu de naissance

befand sich von..... bis.....
ayant été en captivité allemande du..... au.....

in der deutschen Kriegsgefangenschaft und wird zwecks.....
est mis en congé à titre de.....

(Arbeitsaufnahme o. a.) nach.....
(pour travailler ou autre emploi) à destination de.....

(Ort und Arbeitsstelle) - (lieu de destination et place de travail)

unter umstehenden Bedingungen beurlaubt
sous les conditions suivantes

A German identity card forged by the author and reproduced actual size. The original was acquired from a French worker employed temporarily in the camp. About 10 hours' work went to the drawing of this pass with brush and ink, spread out over about a week. Below is a forged worker's travel permit. In this case the type-written letters were hand drawn and then duplicated. Some 20-30 copies of this particular pass were turned out by this means. The heading on the notepaper was drawn by hand.

tried, but without great success. The first was the obvious one of cutting rubber or lead with a penknife, but the effect was rather too rough. Next we tried making stamps by etching, with hydrochloric acid, aluminium extracted from pots and pans, the resist of the design being painted on with boot polish, candle grease, and finally cellulose paint. It was a laborious job, but it gave quite passable results.

Eventually a camera was smuggled into the camp, although it arrived too late to be of very great service. Previously, when photographs were required for identity cards and the individual concerned did not possess one, a photograph of another person had to be altered by hand—a tricky business. We also used the camera to reproduce passes. But before we could do this we had to have an extension for the camera, otherwise we could not reproduce to the required size. A further difficulty was that the printing paper available was not large enough. This printing paper was very difficult to get hold of and was not usually of the required contrast and so gave inferior results.

We had several methods of reproducing passes by

photography. The first was to photograph the original pass the same size, and after retouching the negative make the required prints. Sometimes the original pass was unsuitable for direct reproduction because it was in poor condition or printed on dark paper. In these cases we had to re-draw the pass again by hand and photograph that. We found it advisable to draw the pass double size and then reduce when photographing. Another method was to cut words and letters out of German magazines and patch them together.

Photographing passes on coloured paper was a difficult job. Here we had to use panchromatic film, which was not easy to handle with our primitive equipment. The Germans were in a position to break in any minute on an operation that might take an hour or more, and therefore all our equipment had at all times to be ready for dismantling in a few seconds. The equipment was so designed that when dismantled it gave no indication of its purpose and could be left about in full view without danger. The camera itself was the only thing hidden.



The author with one of his wartime souvenirs—his album of photographs and forged papers from Stalag Luft 1. The eagle on this album was taken from the uniform of a German guard at the end of the war.



DEUTSCHE KABELWERKE
BERLIN W8 JAGSTRASSE 10/11

BERLIN DEN.....

Der Direktor des DEUTSCHEN KABELWERKE in BERLIN
bescheinigt hiermit, dass der französisch: Facharbeiter
in meinem Werke beschäftigt ist.
begeben und
montieren.
Ich mus sich nach
den dort eine Kabel bis nach
den Vorschriften über ausländische Arbeiter
gemäss sind die Pässe und Arbeitskarten dieses
Arbeiters im Büro der Verwaltung des Depots.
Die Arbeitszeit beginnt am.....

Der Inspektor des DEUTSCHEN KABELWERKE.
Heil Hitler!



Under the banner of a rival attraction

CENTRAL COUNCIL met at Blackpool

Sir Alexander Fleck's farewell, the outlook for 1960, benefits of profit sharing, a new look to the Staff Grade Scheme, a bigger cut from the Pension Fund—these were some of the points that were discussed at Central Council.

SIR Alexander Fleck has conducted the affairs of the Company's Central Council for the past six years with wisdom, good humour, and an occasional touch of asperity to speed the too-loquacious orator. And there is no doubt that his qualities as chairman—in the seafront ballroom at Scarborough and amid the faintly incongruous frescoes of Blackpool's Winter Garden—have been both appreciated and admired by the 600 representatives.

November's meeting was the last at which Sir Alexander will preside, and before he ended his long association with the I.C.I. Works Council Scheme (he attended the inaugural meeting under the chairmanship of Lord Melchett in 1929) he was honoured by some pleasant valedictory formalities.

On behalf of everyone present, Mr. E. Hutton, chairman of the workers' representatives, and Dr. R. N. Kerr presented to the Chairman not one, but two typewriters. "One for each hand," suggested Dr. Kerr, allegedly quoting a Work Study source.

But he was wrong, as Sir Alexander explained a moment later. "Nor is it a case of one working, one spare," beamed the Chairman. "Each has a different kind of type. I shall use one for my speeches and one for my letters." Which augurs a busy retirement for Sir Alexander.

He took his leave from Central Council to the accompaniment of many fine tributes—"The understanding Sir Alexander has shown in labour relations will be greatly valued throughout the land for many years to come," said Mr. Hutton—and to the accompaniment of three rousing cheers and the singing of "For He's a Jolly Good Fellow"—"an abnormal vocal effort," to quote Sir Alexander.

It was typical of the man that even in his chairman's address at the opening of the conference few of the remarks he made about impending retirement were personal ones. They referred to the Company's labour relations and Works Council Scheme. He recalled his first address as chairman in 1953. "I

referred," he said, "to my belief in the value of joint consultation in its broadest sense: informal consultation in and around the plants, consultation with the trade unions, and finally consultation as we understand it in the Works Council system and at Central Council. In these last six years I have found no reason to change my belief in the value of this approach to our industrial affairs: so much so that I took it as my main theme in an address that I gave just over a fortnight ago to 3000 directors from all over the country at the annual conference of their Institute."

He quoted, too, an up-to-the-minute American maxim: "If it works, it's obsolete." It was a maxim which missed the target in regard to Central Council, for, so far from being obsolete, it had a growing power of effectiveness for the work and development of I.C.I.

Profit Sharing Scheme

And then the Profit Sharing Scheme. "I regard this as the single most important announcement I have been called upon to make at Central Council during my term of office. . . . Its importance lies in the fact that it is just one more step in developing the partnership between all of us which we strive for and which helps to make our business the success it is."

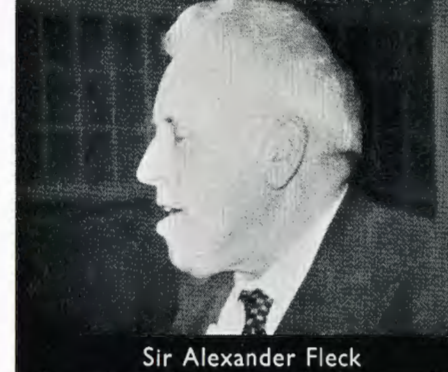
The Chairman dwelt upon the scheme at some length. "We think our profit sharing scheme is a good one," he said; "in fact its actual benefits after five years are even more striking than those foreshadowed by Sir Ewart Smith when he first introduced the scheme. His estimate then was that if a man held on to his shares he should by the end of his working life of say forty years have saved something like £500 to £1000.

For the rest, the Chairman's speech was both a heartening and a challenging one. He spoke of the "very satisfactory rise in turnover" of £18m. for the first half of 1959. Exports, exceeding £40m., showed a substantial increase over any half-yearly figure ever achieved. Sales to Europe had increased, and sales to the U.S.S.R.—"excluding Mr. Krushchev's now famous 'Perspex' bath—had reached record levels. But to this promising verdict on the half-year's results Sir Alexander added a rider. There were at least two reasons which should spur the Company to continued efforts. First, the reduction of the working week for dayworkers from 44 to 42 might at the outset increase the cost of operation very substantially; while secondly, the country's membership of "the Outer Seven" would, at least for a time, produce a sharply competitive situation with the six nations of the European Common Market.

Staff Grade Sickness Absence

This 48th Central Council produced a crop of forceful and factual speeches, the burden of most of them being that certain of the Company's schemes were now nearing vintage or even veteran classification and needed overhaul. The theme was to be found running through debates on the Pensions Fund, the Staff Grade Scheme and the Workers' Friendly Society. Perhaps the unaccustomed spaciousness of the Empress Ballroom enhanced the oratory—though those who took to the rostrum, in the main, perhaps, lacked some of the qualities of the previous evening's principal guests—contestants in the competition to elect Miss Blackpool for 1959.

To be serious, the Staff Grade Scheme was a subject which occupied representatives for a large part of the day. Early in the programme was a Plastics Division



Sir Alexander Fleck



Mr. G. C. I. Wainwright (Metals)



Mr. J. Auld (Nobel)



Mr. T. H. Garton (Lime)



Mr. J. R. O'Byrne (Dyestuffs)



Mr. E. Hutton (Billingham)



Mr. R. Fuller (Wilton)



Mr. C. Beattie (Billingham)



Mr. L. F. Oliver (Plant Protection)



Mr. H. Cookson (Alkali)

resolution which noted that the scheme had been introduced thirty years ago and asked the Company, in general terms, to improve its provisions today. Mr. Hutchings urged that with a "new look" scheme, improvements in Staff Grade sickness absence—criticised by Mr. Grint at a previous meeting—could be achieved in all divisions. But Mr. Hutchings' eloquence (it so carried him away that he got the red light from the chairman) was of no avail, and the motion was lost.

Suggested Reforms

Then came Mr. Hutton with a more specific Billingham proposal. He wanted greater consideration for those sick or injured Staff Graders whose return to health, he said, was prejudiced when their paid sick leave ended after the normal period of 26 weeks. Some struggled back to work too soon before they were fully recovered. Others made themselves worse by worrying badly about the cut in pay. He wanted special consideration for certain cases. Finally Billingham and Nobel joined forces, gaining a substantial majority, and the question went to the Board.

Council had another substantial bite at the Staff Grade problem late in the afternoon when Mr. Morgan of Paints Division moved a revolutionary proposal that the Board should grant improvements in the Staff Grade Scheme to any Division which could show the Board that its Staff Grade absence record was satisfactory. If a Division put its own house in order, surely it was entitled to benefit. Mr. Morgan had the attention but not the sympathy of the meeting—his articulate plea came to naught. His motion was lost—other speakers regarded inter-Divisional competition in respect of Staff Grade matters with horror—and the chairman ruled that it should not go back to Divisions for consideration.

Billingham were more fortunate and piloted through a second resolution which urged the Company to guarantee a sick Staff Grader his average earnings for his normal job and for his normal number of working hours, less benefits paid by the State. Mr. Hart of Wilton, who supported, pointed out that when a staff man was sick he suffered no reduction in wages. The motion offered a way in which the gap between staff and payroll could be narrowed.

Workers' Pension Fund

The Pensions Fund came in for more than one flick of the critical whip, Alkali, Dyestuffs and Nobel being the principal protagonists. "Increase pensions" was the Alkali Division call. Why, asked Mr. Stephenson, in view of the fact that the balance standing to the credit of the Fund had risen £10m. in three years and the amount paid out totalled only £3m., could not the Fund be more generous. His resolution went to the Main Board.

Dyestuffs were not so fortunate. On their behalf Mr. O'Byrne asked not only for an increase in pensions but for the payment of a lump sum on retirement equivalent to one year's pension. Figures flew about the hall like leaves in an autumn gale while Mr. O'Byrne spoke, and indeed he became so engrossed in his topic that even the red light could not halt him. But the motion was lost after Mr. Hill, Head of Pensions Department, made the salutary point that the Commissioners of Inland Revenue would not fully approve a pension fund for certain important tax considerations if lump sums were paid out.

But the critics had not quite had their day. Mr. Auld of Nobel thought there were a good many things wrong with the Pension Scheme too, and on his

proposal it was agreed that a qualified actuary will be asked to attend the next meeting to explain "why benefits are so small in relation to current income."

Reform was indeed in the air. Mr. Docherty of Wilton suggested that the Workers' Friendly Society should be investigated to bring it into line with present-day conditions and to compare its terms with those offered by insurance companies. Mr. Docherty got a lot of support, including the information from Mr. Goodsell that the scheme cost Wilton £3000 a year to pay out £2000; but technical difficulties confronted the movers, and the motion went down by 93 votes to 69.

Praise for Safety

Mr. Wright, Personnel Director, offered restricted praise on safety. We were not doing quite as well as we had been. He called for an all-out effort from management and men to achieve the target of 0.25. Plastics Division requested a simplified version of the annual report for the benefit of employees. This gained much support, and was carried in spite of a reminder from Mr. Henry Maxwell that most employees were stockholders now and did, in fact, receive a fully illustrated version of the report each year.

Sir Alexander says farewell to Central Council

And here, finally, are glimpses of some of the other items discussed. Looking at their agendas, members found that more than £10,000 had been paid out in six months to employees who made suggestions for improving processes and plant; a report from Mr. Goodsell was well received—payment of wages through a bank—23% of Wilton employees are now taking part in the scheme; pensions for part time employees—Mr. Wright said he could not give a Company reply *yet*; employees need now only have two, not three, years' service to qualify as Works Council election candidates; a move to amend standing orders on a point about the number of votes governing reference back of a motion to Divisions—rejected; a General Chemicals suggestion that the I.C.I. Savings Bank consider granting loans to employees holding shares to deter them from selling their shares—turned down.

And so to the 49th

And so ended the 48th Council. At the 49th at Scarborough in May Mr. S. P. Chambers will preside. Both the retiring chairman and Mr. Hutton, on behalf of the workers' representatives, offered him every good wish when he takes over. J.T.T.



NEWS IN PICTURES

Home and Overseas

Magadi enterprise. Our pictures show a Hindu temple (above, right) and a Sikh gurdwara built at their own suggestion by Asian employees of the Magadi Soda Co. The Company gave the land and contributed towards the cost of each building



Miss Lesley Ledger (Dyestuffs Division) was recently selected Youth of the Year for 1959 by the Huddersfield Council of Youth

'Terylene' goes underground. A bulk order for more than 30 miles of p.v.c. coated 'Terylene' ventilation ducting has recently been placed for coal mines. The ducting varies from 12 in. to 24 in. in diameter and is stitched entirely with 'Terylene' thread. Our picture was taken at Parsonage Colliery, Leigh, one of the deepest mines in the country



'Perspex' egg. This outsize egg made of I.C.I.'s 'Perspex' was presented to Mr. Edward Moulton, the farmer and TV panellist, when he opened a new egg distribution depot at West Bromwich recently



Shoe shiners. Mr. S. C. Johnson, Billingham Division's Synthonia Club Chairman, was among customers at this stand run by the Junior Club to raise funds during Boys' Clubs Week



Miss Margaret Hewitt (Salt Division) counts campanology among her hobbies. Margaret is seen here ringing Treble in a Grandsire Doubles peal at St. Mary's church, Weaverham



Under one roof. Billingham Division's new office block now houses the 900 members of staff who have been scattered in various buildings around the factory site. The new block is 285 ft. long and 9 storeys high. In the main entrance is a striking decorative screen made of aluminium panels supplied by Metals Division and anodised to a pale gold colour





1000th award. Chargehand plumber Mr. George Moody is the thousandth employee at Wilton Works to receive a St. John Ambulance first aid award. He is seen here with his wife admiring a silver sugar bowl presented to him by Dr. S. Jenkin Evans, senior medical officer, to mark the occasion



Dyestuffs marksmen. Three members of Dyestuffs Division, (l. to r.) Cadet I. Marshall, Flying Officer M. R. Drummond and Corporal R. Grieve, are all members of the crack 470 Squadron of the Falkirk A.T.C. The two boys are members of the squadron's rifle team which has been winning honours all over the country and have an impressive number of awards to their credit



1000th diesel railcar. Since 1954 the Carriage and Wagon Works at Derby have built over 1000 diesel railcars for British Railways. 414 of these are the "lightweight" variety, incorporating aluminium alloy extrusions and sheets supplied by Imperial Aluminium Co. Ltd. This is the largest fleet of aluminium rolling stock operating anywhere in the world



Goals galore. Tony Caswell, 16-year-old wing three-quarter of Billingham Division Synthonia rugby junior team, has already scored 151 points and about 30 goals so far this season. Our picture shows how he did it—with an unusual style of kicking with his instep

New refuelling depot. This new refuelling depot built at Billingham Division is now in action to refuel the twelve diesel locos, six diesel-electric rail cranes and five diesel mobile road cranes used by the Division's rail transport section. It replaces the temporary installation used since the first diesel locos were introduced two years ago

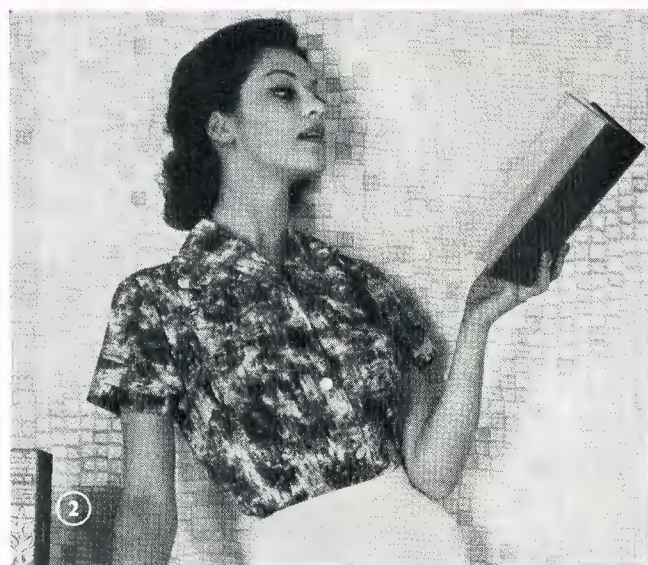


Blood donors. Two I.C.I. men recently received gold badges for giving 50 pints of blood to the National Blood Transfusion Service. Above: Mr. David Hart (Billingham) receives his badge from the Mayor of Thornaby. Right: Mr. Harry Widdows (Dyestuffs) (far right) is seen here with other veteran blood donors at a special ceremony held by the Lord Mayor of Manchester



Mr. John Diefenbaker, Prime Minister of Canada, shakes hands with Mr. C. E. Jarry of C-I-L's Beloeil Agricultural Chemicals Works, who was a member of the guard of honour when Mr. Diefenbaker reviewed McMasterville's voluntary fire-fighting brigade. Right: another C-I-L man, Mr. Milan Caphovic





'Terylene' for Spring

The 'Terylene' fashion show held at the Dorchester Hotel was briefly mentioned in last month's *Magazine*. Here are some more of the designs seen there.

1 Wedding dress by Muriel Martin in Ascher's 'Terylene'/cotton fabric. 38 gns.



- 2 100% 'Terylene' blouse by Faraday in shades of green. 2 gns. Washable white 'Terylene'/wool worsted skirt by Classic. 87s.
- 3 Frothy white evening dress in 100% 'Terylene' net by Mandell. 21 gns.
- 4 Brilkie chooses an unusual Batik printed 'Terylene'/cotton in mauve/green/grey. 12 gns.
- 5 A new Fred Perry tennis dress—67% 'Terylene'/33% viscose. 57s. 6d.
- 6 'Crimplene,' the new 'Terylene' yarn, is used for this knitted dress by Veneziani of Italy. It won't sag or seat.
- 7 Slacks and shirt in 'Terylene'/wool worsted. Slacks by Slimma in honey-coloured check. About 3½ gns. Pinkhams' shirt. 65s.
- 8 Romantic evening dress in soft apricot 'Terylene'/cotton by Frank Usher. Washable. 32 gns.
- 9 Sambo's Black Watch tartan 'Terylene'/cotton dress trimmed with black braid. Permanently pleated. 7½ gns.
- 10 New washable 'Terylene'/cotton cavalry twill in beige is used by Ghillie-Valstar for this raincoat. 9 gns.

(All prices approximate)



GIRLS FROM INDUSTRY LIVE AN OPEN AIR LIFE

at the

OUTWARD BOUND SCHOOL

By Elisabeth Sofio

Girls no less than boys now go on these tough character-building Outward Bound courses. Here is a Nobel Division girl's story of what the experience is like.

THE Outward Bound courses were originated by Kurt Hahn, Headmaster of Gordonstoun. Together with the Holt Shipping Company, he created Outward Bound as a training centre for young seamen. The idea was to give them self-confidence and to mould their characters.

This imaginative scheme has been so successful that Outward Bound has now grown to grand proportions, the great companies of this country backing it up by sending some of their employees on these fine character-building courses. There are four permanent schools—at Aberdovey, Moray, Ullswater and Eskdale (the last a mountain school). The fifth, now nearing completion in Devon, will be the new Outward Bound school for girls; and the school at Coniston in Cumberland, of which I write, is closing down.

The 52 girls on my course

were split into four groups. For 26 days we climbed, map-read, canoed, rode horses, camped, learned first aid, held discussion groups, saw films, and rounded off evenings with sing-songs.

But to go back to the beginning, to the morning I



... there must be easier ways of breaking in a pair of climbing boots than walking several miles over the hills and fells of Cumberland

... my arms ached, my legs ached,
my toes sought footholes that were no
more than tiny dents





eased myself and my rucksack off the train at Oxenholme Station and shook hands with Maureen Lightfoot and Jean Gibson of the steel firm Stewarts and Lloyds, who were to be my room mates for the whole course and who were introduced to me on the station platform by the principal of Coniston Outward Bound, Miss Martin.

From the station we went by bus to Monk Coniston Hall, an old and beautiful house with the whole of Coniston Water spread out before it like a vast ornamental lake. I was to get to know the lake pretty well

during the weeks to come, its moods and its wetness—yes, particularly its wetness. The words of Miss Liddell, the canoeing instructor, still come back to me.

“Don’t worry,” she called as I struggled in the water, having tipped myself out of my canoe. “Don’t worry, your lifejacket will keep you afloat for twelve hours!”

Of course, if I or anyone else on the course had got into real difficulties the instructors would quickly have come to the rescue. I knew this, but there were times when knowing it did nothing to stem the flood

of apprehension I think we all must have experienced at one point or another.

My own “moment of truth” came as I hung at the end of a climbing rope some eighty feet from the ground. It wasn’t so much that the rope was my only visible means of support as how I came to be in the predicament. I did not fall: I was pushed—by the instructor. The sensation as I slid down the smooth rock face, completely off balance, is one I will not forget quickly. But like everything else on Outward Bound, it was done with a purpose—to let me get the feel of the rope and to know what it is like to fall.

This, however, was only a practice preparation for an all-day expedition to Langdale Pike. It was not an easy preparation, just as there must be easier ways of breaking in a pair of climbing boots than walking several miles over the hills and fells of Cumberland. And when it finally arrived, that all-day Langdale Pike expedition turned out to be a tough one. My arms ached, my legs ached, my toes sought footholds that were no more than tiny dents. I was consumed by a sickly longing to get my feet on the ground stretched out so invitingly below. Instead I had to pay attention to the shouted commands of the instructor some twenty feet above me.

“Taking in!” he called, tightening the rope.

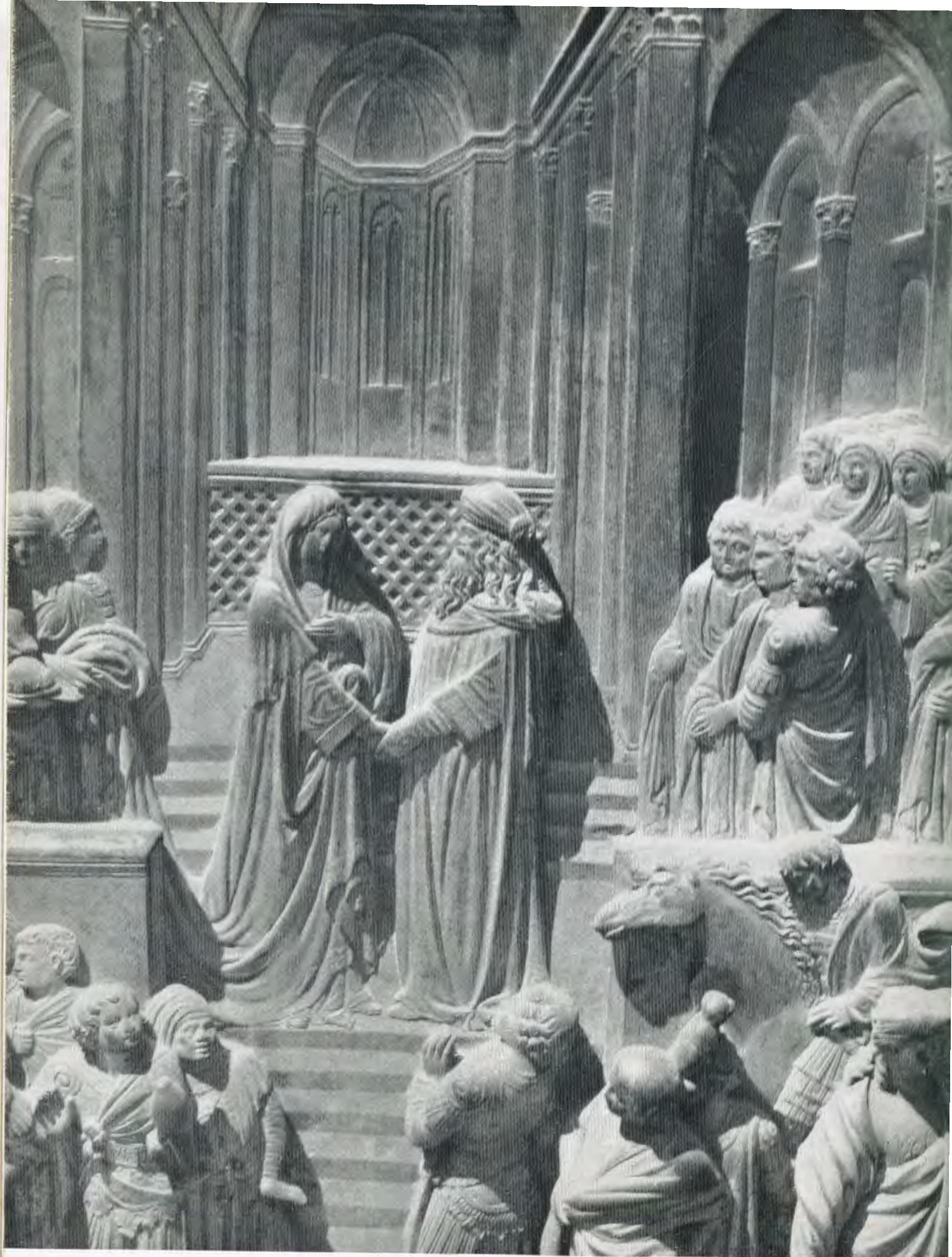
“That’s me!” I replied, as I felt it pull at my waist. I waited for his “come on” and answered with a faint “climbing.”

And then there was our expedition to Helvellyn—only a name to me before I went to Coniston. Now it will remain in my memory as a 3000-foot nightmare of ice-cold rain and biting winds. For the weather broke on the day the whole course went on a fell-walking climb on its slopes. At the top the wind choked the breath in our throats, the rain chilled our faces and numbed our fingers. At times we had to grip each other tightly to keep from blowing over.

For some of the girls this proved too much. They had to be helped down, but suffered no lasting effects. Perhaps because I was accustomed to a harsher climate than some, I was among the helpers and not the helped. But the endurance of all of us had been tested, which is one of the aims of the Outward Bound movement. We learned to get to know ourselves.

... I was to come to get to know that lake pretty well, its moods and its wetness—yes, particularly its wetness





"King Solomon and the Queen of Sheba" (Lorenzo Ghiberti's Bronze Doors, Florence)

Photo by George Parker A.R.P.S. (Metals Division)